

Learning Objectives

What are learning objectives?

- Statements that describe the desired performance of a task
- Describe results required to be considered job ready
- Document the conditions needed to perform tasks

Characteristics of good learning objectives:

1. An objective describes student performance. It doesn't say anything about what the instructor will do or try to accomplish. It doesn't describe course content or the textbook.
2. An objective is about ends rather than means. It describes a product of instruction rather than the process of instruction. It describes what students will be able to do when they are competent, rather than describing how they will be made competent.
3. An objective describes the key conditions under which the performance occurs on the job; i.e., the tools, equipment, environment, and circumstances that will influence the performance.
4. An objective describes the standard of acceptable performance; it tells how well someone must perform before being considered competent on that objective.

Each objective will describe the do what, with what, and how well

- What someone should be able to do
- The conditions under which the doing will occur, and
- The criteria by which the performance will be judged

Examples:

1. Explain the roles and responsibilities of each project team member, during each phase of the training development and delivery process to receive management approval at designated checkpoints.
2. Given a patient of any weight, be able to start an IV using no more than two needle punctures.
3. Use cost information to assess new product/service introductions to improve day-to-day operations by 10% efficiency.